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News Summary

Articles on inside pages

Efforts to rebuild a telescope have forced a debate among scientists and two powerful Senators: Page A4.

Experiments to determine the effects of space flight on living organisms were carried into orbit aboard the space shuttle: Page A4.

The Copyright Clearance Center is considering a plan to let colleges pay an annual fee for the right to make photocopies: Page A11.

A teaching-standards board is debating what knowledge and skills schoolteachers need: Page A11.

Stricter rules on conflicts of interest for researchers have been called for by the Department of Health and Human Services: Page A17.

Bills pending in Congress would help many college employees, but could create hassles for those who balance the budgets: Page A17.

More colleges are finding real estate a profitable place to invest their endowments: Page A26.

Responding to a surge of acts of racism, some colleges are appointing administrators to encourage respect for cultural diversity: Page A32.

Congress is reconsidering a bill to require colleges to disclose the graduation rates of athletes: Page A35.

Uncertainty over how to proceed with education reform in China is seen as a reason for the delay of a high-level Party meeting: Page A37.

SECTION 1	Pages A1-48
Athletics	A35-36
Books	A10, 15
Business & Philanthropy	A26-31
Coming Events	A42
Computers	A16
Deadlines	A46
Deaths	A42
Fact File	A14
Gazette	A42
Government & Politics	A17-22
Grants	A30
International	A37-41
Personal & Professional	A11-16
Scholarship	A4-10
Students	A32-34
SECTION 2	**Pages B1-64**
Bulletin Board	B6-63
End Paper	B64
Opinion & Letters	B1-5

Major Changes Set in Admissions Test for Medical School

Revisions stress problem-solving over rote scientific learning

By DENISE K. MAGNER
WASHINGTON

Students who hope to become physicians will soon face an all-new version of the Medical College Admission Test—one that emphasizes critical thinking, problem-solving, and communication, rather than rote learning of scientific facts.

The new MCAT will also be shorter than the current version, and it will be the first professional-school admissions exam to include a scored essay section.

The "streamlined" version of the MCAT will be introduced in 1991, the Association of American Medical Colleges announced last week. The test was last revised in 1977.

The "sweeping revisions" are intended to help medical schools identify the kind of broadly educated and independent learners that medicine needs, said Robert G. Petersdorf, president of the association.

"The changes are designed to reflect our belief that a firm, scientific base of knowledge is only one requisite for a physician," Dr. Petersdorf said.

221 Questions, Down From 309

At present the MCAT is divided into six sections—biology, chemistry, physics, science problems, reading-skills analysis, and quantitative-skills analysis. It has 309 questions and requires just over seven hours to complete.

With only 221 questions, the new MCAT will take students just under six hours to complete. It will be composed of four sections—biological sciences, physical sciences, "verbal reasoning," and a writing sample.

"It's not an easier test," said Richard L. O'Brien, dean of the Creighton University School of Medicine and chairman of the

Continued on Page A34

State Leaders Are Wary of Federal Efforts to Link Student Aid to Volunteer Service

They say proposals raise practical and philosophical questions

By GOLDIE BLUMENSTYK

The idea of linking federal student aid to volunteer service is building steam in Congress, but the concept is sputtering in state capitols.

While many state officials say they welcome programs that would encourage community service, some governors, financial-aid administrators, and directors of state volunteer programs raise philosophical and practical questions about how—or whether—such a massive program should be put into place.

Some from the volunteer field note from direct experience that it would be no simple task to train the hundreds of thousands of new volunteers or to locate meaningful work opportunities for them.

Without substantial new investments for training, "it would be a disaster. There aren't the facilities," says John A. Briscoe, director of PennServe, an office created under Gov. Robert P. Casey, a Democrat, to promote community service in Pennsylvania.

And state leaders concerned with higher education question whether the programs will detour young people from their path to college, particularly if the final plan to emerge from the half-dozen proposals now being discussed on Capitol Hill makes college financial aid contingent on service.

"It hits unevenly. If you happen to be rich, you don't worry about it," says New Jersey Gov. Thomas H. Kean, a Republican who will become president of Drew

Continued on Page A20

The sociologist who first proposed linking student aid to national service has become something of a celebrity: Page A17.

FAR FROM FORT LAUDERDALE, SPRING BREAK IS REDEFINED

LESLEY COLLINS, VANDERBILT UNIVERSITY

'Alternative' spring-break programs have sprung up on many campuses. The focus: community service. Jennifer Erdman and Russ Wharton are leading a team of Vanderbilt students painting the home of Irene Harrell (center). Story on Page A33.

Presidents' Median Salaries Found to Range From $69,700 to $115,000 This Year

By CAROLYN J. MOONEY

College and university presidents are earning median salaries that range from $69,700 at two-year institutions to $115,000 at research universities, and many also receive perquisites such as official residences, cars, and club memberships, a survey has found.

But as financial benefits have increased, so has the proportion of institutions that offer policies to give chief executives and universities alike more protection from the political winds of the college presidency.

The study, which examined compensation practices at 1,005 public and private institutions for the academic year that began last fall, was sponsored by the College and University Personnel Association, the American Council on Education, and the Association of Governing Boards of Universities and Colleges.

A comparison of data from the latest study and past studies shows that more institutions are providing formal performance reviews for their chief executives, as well as formulating policies for those who leave involuntarily. That such practices appear to be more common now may partly reflect the political volatility of the president's job, in which the average tenure for those surveyed was seven years.

Besides managing budgets that at larger institutions can add up to hundreds of millions of dollars, and staffs that may include thousands of employees, college presidents are under increasing pressure to satisfy numerous constituencies, including trustees, faculty members, state lawmakers, students, alumni, and parents.

It's a tough job, say those most familiar with the demands of the college presidency. It can be especially tough for chief executives of public institutions, who traditionally have had more constituencies to

Continued on Page A14

Will Scholarly Publishing Enter the Age of the Computer?

The technology exists to create electronic alternatives to printed scholarly journals, but proponents expect a struggle for acceptance: Page A11.

MARGINALIA

When the College of Wooster advertised for an assistant men's tennis coach, the Akron *Beacon Journal* sent the invoice to (where else?) "The Fiscal Education Dept."

■

From a letter to admissions officers from CrossRoads Publishing:

"A major reason why THE DEGREE DIRECTORY has been so well-received is the publication's commitment to editorial excellence. Our timely and informative articles on careers and education options are all geared to informing the transfer and helping he or she make an intelligent choice."

Editorial excellence isn't the half of it.

■

Northern Star, the student newspaper at Northern Illinois University, recently ran an ad for a meeting featuring the "Nationally renounced journalist Vernon Jarrett."

Now *that's* a distinction to be proud of.

■

The Cooper Hewitt Galleries in New York City sent some works of art to Humboldt State University in Arcata, Cal. Somehow they got there, even with this address on the invoice:

HUMBLE FAITH UNIVERSITY
ARCADA, CA

■

Alas, the public perception (from the Tuscaloosa, Ala., *News*):

" 'This had always been a good neighborhood, it doesn't make any difference whether you make your living working—or as a college professor—it's just decent people' who live there, he said."

■

Classified ad from an unidentified newspaper:

"HOUSEKEEPER. Lynchburg College has a full time position available immediately in the Housekeeping Department. Responsibilities include cleaning assigned areas, learning the materials, supplies, and practices used in cleaning students in public area of the college. . . ."

Think of it as something like an automatic car wash.

■

From a story in *The Orion*, the newspaper at California State University at Chico:

"There are no dress codes for the professors at Chico State and provost Gerald Stairs said there is really no need for one. . . .

" 'Professorial dress on this campus ranges from satirical splendor to about as relaxed as you can get and stay within the boundaries of good taste,' Stairs said."

Lots of laughs, at either extreme.

—C.G.

In Brief

Adelphi U. Faculty Seeks President's Ouster

Faculty members at Adelphi University, contending that their president has created a "management crisis," have asked that he be removed.

At a meeting this month, faculty members voted 110 to 40 to urge the university's Board of Trustees to dismiss the president, Peter Diamandopoulos, and the acting provost, Igor Webb.

The vote was taken after a special Faculty Senate panel presented a report documenting widespread discontent with the university's leadership among the 324-member faculty.

Among the concerns, the report noted the turnover of approximately 70 administrative positions during Mr. Diamandopoulos's 3½-year tenure.

A university spokesman, Joseph Mancini, said the Board of Trustees unanimously supports the president, who considered the faculty committee's report biased and exaggerated.

Mr. Mancini noted that Mr. Diamandopoulos had been credited with steering Adelphi away from a financial crisis and with planning for new campus facilities.

Three times in Mr. Diamandopoulos's six years as president of Sonoma State University, faculty members there voted to censure him.

Gallaudet Protest's Target to Head U. of Idaho

Elisabeth Ann Zinser, who served 36 tumultuous hours as president of Gallaudet University last year, has been named president of the University of Idaho.

Ms. Zinser, a hearing person, has been vice-chancellor for academic affairs at the University of North Carolina at Greensboro for five years. She was the target of a week of protests by Gallaudet students, employees, and alumni last March when she was appointed to lead the university for the deaf. Protesters demanded that she resign to make way for a deaf president.

Idaho's first female president, Ms. Zinser will assume the post on July 1. She will be the 14th head of the 100-year-old university, which enrolls 9,500 students and has 2,100 full-time faculty members.

Penn State U. Establishes Racial-Incident 'Hot Line'

Pennsylvania State University has established a toll-free telephone number that parents and alumni can use to find out about the racial climate at the university.

The "hot line," established in the wake of several bias incidents at the university's main campus, is one of several methods that Penn State officials are using to dispel rumors and keep parents and others informed about what is happening on the campus, a university spokesman said. University officials have also traveled to Harrisburg, Philadelphia, and Pittsburgh in recent weeks to meet with parents.

Employees in Penn State's Campus Life Assistance Center received almost 200 calls during the first four days of hot-line service, the spokesman said.

The bias incidents, which included several allegedly violent altercations and the posting of racist posters, also attracted the attention of Pennsylvania's Attorney General Ernie Preate, Jr. He has announced that his office will assist campus and local police in investigating the incidents.

Jossey-Bass Sold to British Publisher for $8-Million

SAN FRANCISCO

Jossey-Bass Inc., Publishers has been acquired for $8-million in cash by Maxwell Communication Corporation, whose chairman is the British publisher Robert Maxwell.

Jossey-Bass, which was established in 1967 by Allen Jossey-Bass, specializes in the fields of higher education, business and management, public administration, and the behavioral and social sciences. The company, which is based here and has 52 employees, plans to publish 64 books, 14 quarterly series, and five audio tapes this year. Sales are expected to reach $7.5-million this year, up from $6.5-million in 1988.

Mr. Jossey-Bass, who had a large interest in the company, retired as president but will remain on the board of directors. Steven Piersanti, the former vice-president of Jossey-Bass, will serve as its president and chief executive officer.

Maxwell Communication Corporation, a major publishing company with 15,000 employees in the United States and Canada, also owns Macmillan Inc. Other holdings include the Pergamon Press and Mirror Group Newspapers.

'Long-Term Support'

In a letter to Jossey-Bass authors, Mr. Piersanti said the company's officers and shareholders approved the sale "to ensure the long-term support and vitality of our company." Mr. Jossey-Bass said the Maxwell offer was "very attractive because it promised independence and autonomy."

As part of the Maxwell organization, Jossey-Bass would "gain greater marketing capabilities" both internationally and through bookstores, Mr. Piersanti said. However, he added that the press would continue to rely primarily on direct mail to market its products.

Mr. Piersanti said that Jossey-Bass would become a separate subsidiary of the Maxwell corporation and retain its name and staff and its San Francisco headquarters.

Jossey-Bass will honor its existing publishing agreements, he said, and will not change its editorial or its business policies.

—JEAN EVANGELAUF

Duquesne U. Board Fires Editor of Student Paper

A Duquesne University judicial board fired the editor in chief of the campus newspaper and placed her on probation last week for violating two sections of the student-conduct code.

Rebecca Drumm, a senior student whose tenure as editor was almost over, was found guilty of maintaining an outside bank account in the name of the newspaper, the *Duquesne Duke*, that an administrator had asked her to close. She was also found guilty of holding a news conference before getting university authorization.

The board, composed of four students and one faculty member, was convened after the student-government association suspended Ms. Drumm last month.

According to her lawyer, Ms. Drumm plans to appeal the decision.

Institutions Plan to Bring Afghan Students to U.S.

Responding to an appeal from the chancellor of the University of Nebraska at Omaha, 30 colleges and universities have agreed to give scholarships to students from Afghanistan.

Chancellor Del Weber sent letters to the heads of about 1,300 colleges and universities around the country, asking them to help Afghan students who want to study in the United States.

"Now that the Russians have withdrawn, the university feels like getting involved in the reconstruction," says Rahim A. Yasir, an official of the university's Center for Afghanistan Studies.

According to the plan, Afghan

FIRE DESTROYS HISTORIC BUILDING AT EASTERN MICHIGAN U.

EASTERN MICHIGAN UNIVERSITY

Sherzer Hall at Eastern Michigan University was destroyed after an early morning fire. No one was injured in the blaze, the cause of which was not known. The building, which housed classrooms, offices, art studios, and an observatory, will be razed.

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FACT FILE: Benefits and Compensation of College Presidents, 1988-89

Housing	
Residence provided	47.9%
Additional housing assistance:	
Maintenance	89.4%
Utilities	86.5%
Household staff	69.4%
Remodeling allowance	48.0%
Assistance where residence not provided:	
Home-purchase allowance	21.4%
Mortgage-interest subsidy	5.2%
Property-tax allowance	1.1%
Property tax paid in full	0.4%
Rental allowance	8.8%
Rent paid in full	1.3%
Relocation assistance (for those who moved)	
Household moving expenses:	
Paid in full	81.3%
Paid in part	14.4%
Travel expenses for family:	
Paid in full	44.1%
Paid in part	13.2%
Assistance to spouse	
Staff and facilities for entertaining	26.2%
Secretarial staff	8.1%
Remuneration for involvement at institution	7.1%
No provision	70.2%
Assistance finding employment for spouse	
Provided	2.6%
No provision	36.6%
Spouse employed within institution	2.2%
Not required	57.4%
Car	
Personal car provided	59.5%
Pool car:	
Assigned to chief executive	25.0%
Available as needed	5.1%
Operating expenses:	
Paid	55.1%
Allowance provided	12.5%
Option to purchase car	2.2%
Driver provided as needed	8.7%
No provision	16.6%
Business travel and entertainment expenses	
Reimbursement	80.0%
Per-diem allowance	20.4%
Unrestricted expense account	9.4%
Reimbursement for spouse's expenses	24.7%
Airline V.I.P. club	8.8%
First-class air travel	4.4%
Local entertainment expenses	
Reimbursement	66.8%
Fixed allowance	22.3%
Unrestricted expense account	9.8%
Use of campus facilities	47.3%
Use of institution staff	48.3%
No provision	14.3%
Tuition assistance for children	
Full tuition at own institution	45.0%
Full tuition at other institution	11.2%
Tuition assistance for children, continued	
50% or more at own institution	13.7%
50% or more at other institution	5.0%
Up to 50% at own institution	2.6%
Up to 50% at other institution	2.5%
Employment contracts	
Provided	75.5%
Formal written contract	54.0%
Letter of agreement	35.9%
Oral agreement	6.6%
Term of agreement specified	65.4%
Time period:	
One year	30.9%
Two years	11.8%
Three years	29.5%
Four years	10.0%
Five years	14.2%
Six years or more	2.4%
Performance review	
Formal performance review	69.7%
Frequency of review:	
End of contract term	4.4%
Annually	72.8%
Every two years	5.8%
Every three years	11.5%
Other	5.5%
Responsibility for review:	
Chairman of the board	19.9%
Committee of the board	30.6%
Entire governing board	24.2%
Special review committee	15.3%
Academic rank and tenure	
Academic rank conferred	52.0%
Hired from tenured position	33.5%
Currently tenured	30.1%
Eligible for tenure	9.3%
Assured tenure following resignation	26.4%
Leave of absence allowed for	
Government or public appointment	19.3%
Extended study or research	23.2%
Personal or medical	74.8%
Sabbatical	41.9%
Additional income from institution	
Annual bonus	3.8%
Salary supplement	10.9%
Profit sharing	0.3%
Outside compensation	
Paid corporate directorships	12.5%
Honoraria or lecture fees	9.6%
Consulting fees	6.3%
Involuntary departure	
Involuntary departure policy	24.0%
Departure pay	67.0%
Amount:	
Less than 6 months' pay	23.4%
6-12 months' pay	16.6%
Over 12 months' pay	2.1%
Negotiable at time of departure	26.6%

Median Salaries by Full-Time-Equivalent Enrollment and Type of Institution

Research universities	
Under 2,000 (8)	$83,000
2,000 to 4,999 (8)	115,500
5,000 to 14,999 (12)	115,000
15,000 and over (16)	119,900
Public (46)	111,000
Private, independent (7)	150,000
All (54)	115,000
Other doctorate-granting universities	
Under 2,000 (10)	$79,600
2,000 to 4,999 (5)	85,300
5,000 and over (24)	105,300
Public (25)	99,200
Private, independent (10)	85,000
Private, church-related (4)	137,500
All (39)	99,200
Comprehensive universities	
Under 500 (2)	$39,700
500 to 999 (4)	80,000
1,000 to 1,999 (9)	95,000
2,000 to 2,999 (16)	78,900
3,000 to 3,999 (24)	90,000
4,000 to 4,999 (18)	96,000
5,000 to 7,499 (33)	87,500
7,500 to 9,999 (23)	90,000
10,000 to 14,999 (21)	104,000
15,000 and over (19)	107,000
Public (112)	90,000
Private, independent (34)	113,100
Private, church-related (23)	90,000
All (169)	90,900
Baccalaureate colleges	
Under 500 (46)	$49,800
500 to 999 (99)	56,000
Baccalaureate colleges, continued	
1,000 to 1,999 (113)	$80,000
2,000 to 2,999 (33)	92,000
3,000 to 3,999 (16)	76,500
4,000 to 4,999 (7)	82,500
5,000 to 7,499 (8)	87,900
7,500 and over (4)	89,200
Public (62)	75,300
Private, independent (123)	79,500
Private, church-related (141)	66,800
All (326)	74,000
Specialized institutions	
Under 500 (42)	$60,000
500 to 999 (14)	97,400
1,000 to 1,999 (12)	109,000
2,000 and over (9)	107,100
Public (17)	100,000
Private, independent (34)	75,900
Private, church-related (26)	55,500
All (77)	72,000
Two-year colleges	
Under 500 (31)	$48,000
500 to 999 (52)	62,600
1,000 to 1,999 (81)	67,200
2,000 to 2,999 (42)	67,800
3,000 to 3,999 (25)	75,200
4,000 to 4,999 (21)	74,200
5,000 to 7,499 (31)	82,000
7,500 to 9,999 (12)	82,400
10,000 to 14,999 (17)	90,000
15,000 and over (14)	94,500
Public (292)	70,000
Private, independent (24)	59,000
Private, church-related (10)	36,100
All (326)	69,700

Note: The survey covered 1,006 institutions. The sample size for each category is shown in parentheses.

SOURCES: AMERICAN COUNCIL ON EDUCATION
ASSOCIATION OF GOVERNING BOARDS OF UNIVERSITIES AND COLLEGES
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

Presidents' Median Salaries Found to Range From $69,700 to $115,000

Continued from Page A1

please than their counterparts at private institutions.

At the same time, presidents of public institutions—who on average earned less than those at private institutions—face more public scrutiny of their compensation packages (*The Chronicle*, May 13, 1987). That leaves governing-board members with the challenge of adequately compensating chief executives of public institutions—most of whom are recruited on a national level—while satisfying public demands for accountability.

"I think certainly the presidents of colleges and universities in today's environment do have tough jobs," said Richard C. Creal, executive director of the personnel association. "Probably the length of service is reflective of the difficulties of the position."

Madeleine F. Green, director of the Center for Leadership Development at the American Council on Education, suggested that college presidents are getting smarter about negotiating contracts, since spelling out job conditions in advance can help both the institution and the chief executive. "Given the fragility of their job, it's good sense," she said.

The survey and an accompanying summary, "1988 Compensation, Benefits, and Conditions of Employment for College and University Chief Executive Officers," has been conducted every two years since 1984. Unlike the annual survey of administrators' salaries that is conducted by the personnel association (*The Chronicle*, February 15), the latest survey focused only on chief executive officers in higher education. The study was based on information collected last fall.

Following is a summary of the benefits and employment conditions at participating institutions:

SALARIES

Salaries were broken down by type of institution, by budget size, by enrollment, and by control. At some types of private institution, salaries were significantly higher than those at public institutions. The median salary at private research universities, for example, was $150,000, compared with $111,000 at public research universities.

Salaries also varied by sector: The median salary at public and private baccalaureate colleges was $74,000, while that at all comprehensive universities was $90,900.

About 3 per cent of the presidents received a portion of their annual salary from supplements that averaged $24,338. Most were provided through private foundation money. Some 10.9 per cent received salary supplements over and above their annual salaries; those payments averaged $10,609.

In addition, 3.8 per cent of the presidents received annual salary bonuses averaging $7,114, while 12.5 per cent received compensation from paid corporate directorships, 9.6 per cent from lecture fees, and 6.3 per cent from consulting fees.

About 32 per cent of presidents had a portion of their salary deferred.

HOUSING

Nearly half the institutions provided their chief executive officer with an official residence, and most required him or her to live there. Two-year colleges were the least likely to provide official residences.

A majority of institutions providing official residences also provided maintenance services, household-staff services, and utilities. Nearly half provided money for remodeling.

AUTOMOBILES

A majority of institutions made some provision for car use. Some 59.5 per cent provided a car, and 8.7 per cent provided a driver when needed.

TUITION BENEFITS

Most institutions had a policy that provided tuition assistance to children and spouses. Children were eligible for full tuition at the president's institution at 45 per cent of the responding campuses.

INVOLUNTARY-DEPARTURE POLICIES

Some 24 per cent of institutions offered such policies, compared with 18 per cent in 1986. Of those that had such policies, about two-thirds provided for separation pay. The proportion of institutions offering job-placement assistance for departing chief executives also increased, to 12.9 per cent from 3 per cent in 1984.

EMPLOYMENT CONDITIONS AND JOB EVALUATIONS

Presidents had contractual agreements for their jobs at about three-fourths of responding institutions. Of those, 54 per cent had formal written contracts, and 35.9 per cent had letters of agreement.

The proportion of institutions that provide formal performance evaluations rose, to 69.7 per cent in 1988 from 55 per cent in 1984. Most job evaluations were conducted annually.

Robert L. Gale, president of the governing-board association, said his organization had encouraged governing boards to adopt contractual agreements for presidents. "There's more of a movement toward professionalizing the process of dealing with a president's life as a president," he said.

ASSISTANCE FOR SPOUSES

More than 70 per cent of responding institutions provided no special assistance to spouses. Spouses received compensation for performing institutional duties at 7.1 per cent of the responding institutions, and secretarial help at 8.1 per cent.

ENTERTAINMENT EXPENSES

A majority of institutions—66.8 per cent—reimbursed presidents for out-of-pocket expenses associated with official entertaining. Some 9.8 per cent provided unrestricted expense accounts, and 22.3 per cent provided a fixed allowance for business entertainment.

CLUB MEMBERSHIPS

One-fifth of the responding institutions provided country-club memberships for presidents, and 23.2 per cent provided luncheon-club membership. Club memberships are typically intended to provide a setting for official entertaining or other business.

Although college presidents' salaries and compensation are still thought to lag well behind those of their counterparts in private industry, they have led to controversies

and even resignations at some institutions. Some public-college presidents, for instance, earn more than the governors of their states.

Renovations or improvements of official residences have been especially controversial, and some presidents have had to learn the hard way that there can be a vast difference of opinion about which expenses serve a public need and which serve a private need.

Last year, Kenneth H. Keller, president of the University of Minnesota, resigned amid controversy over a $1.7-million renovation of his campus office and official residence. He later apologized for what he said was poor judgment.

Another chief executive who has been the subject of much scrutiny recently is Lattie Coor, president of the University of Vermont. Mr. Coor, who has been in his job for 13 years, earns $144,450. Like many other presidents of large public universities, he is required to live in a university-owned residence and is provided with a car (an Audi) and household services.

A 'Princely Retainer'

In a letter sent to faculty members last month, the chairman of the university's Board of Trustees maintained that the president's benefits "represent a level of compensation the board deems appropriate for a chief executive officer with 13 years of service to a university of the stature of UVM."

However, some faculty members who are trying to organize a union at the university think Mr. Coor's salary and compensation package is out of line with what the university can afford, and they have made what they call the president's "princely retainer" a major rallying point. Willard M. Miller, a union organizer who has been an assistant professor of philosophy at the university for the last 20 years, has argued that Mr. Coor's salary and compensation package rank at the high end for presidents of state institutions, while faculty salaries do not.

Nicola C. Marro, a university spokesman, said the latest uproar was a unionizing tactic that could detract from the university's efforts to bolster higher-education spending by the state. "It's a malicious misuse of inaccurate information," he said.

The new report, "1988 Compensation, Benefits, and Conditions of Employment for College and University Chief Executive Officers," costs $95 for participating institutions, $195 for non-participating institutions, and $250 for all other organizations. It is available from the College and University Personnel Association, 1233 20th Street, N.W., Suite 503, Washington 20036; (202) 429-0311.

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

Institutional Effectiveness and Outcome Assessment Implementation on Campus: A Practitioner's Handbook, by James O. Nichols and others (Agathon Press, 111 Eighth Avenue, New York 10011; 154 pages; $21). A guide for administrators.

Liberation Learning: Self-Directed Learning for Students, by Tom Carney (Para-Publishing Enterprises, 1160 Grand Marais Road West, Windsor, Ontario N9E 1C7; 200 pages; $12.95 U.S., plus $3 for shipping). Discusses course selection, study skills, time management, and other topics.

Management Reporting and Accounting for Colleges (National Association of College and University Business Officers, P.O. Box 91600, Washington 20090; 88 pages; $30 prepaid for NACUBO members, $50 for nonmembers). A planning manual for college and university administrators.

Survey Finds Regional Differences in Salaries of Academic Administrators

FAYETTEVILLE, ARK.

Salaries of higher-education administrators can vary significantly depending on geographical location, a survey of 147 state institutions and 34 university systems has found.

Academic vice-presidents in the Rocky Mountain and Great Plains states, for example, earned an average of $76,686 in 1988, while their counterparts in the Mid-Atlantic region earned an average of $99,875, according to the survey by the University of Arkansas's Office of Institutional Research.

The survey, "Twenty-Second Annual Rank-Order Distribution of Administrative Salaries Paid 1988-89," covers administrative salaries at public, doctoral-degree–granting institutions only. To allow participating institutions to make certain comparisons, it provides a breakdown of administrative salaries by geographic region and by job category.

Comparisons With Peers

Participating universities are listed but not identified along with specific salary information.

The research office does not provide an analysis of the survey data or breakdowns by budget or enrollment, which are available in an annual administrative-salary survey conducted by the College and University Personnel Association. The survey does, however, allow institutions to see how their salaries compare regionally, said Eugene F. Buckley, director of the research office.

"Doctoral-granting institutions really perceive themselves as being in a national market, but they are also interested in how peer institutions in their geographic area are doing," he said.

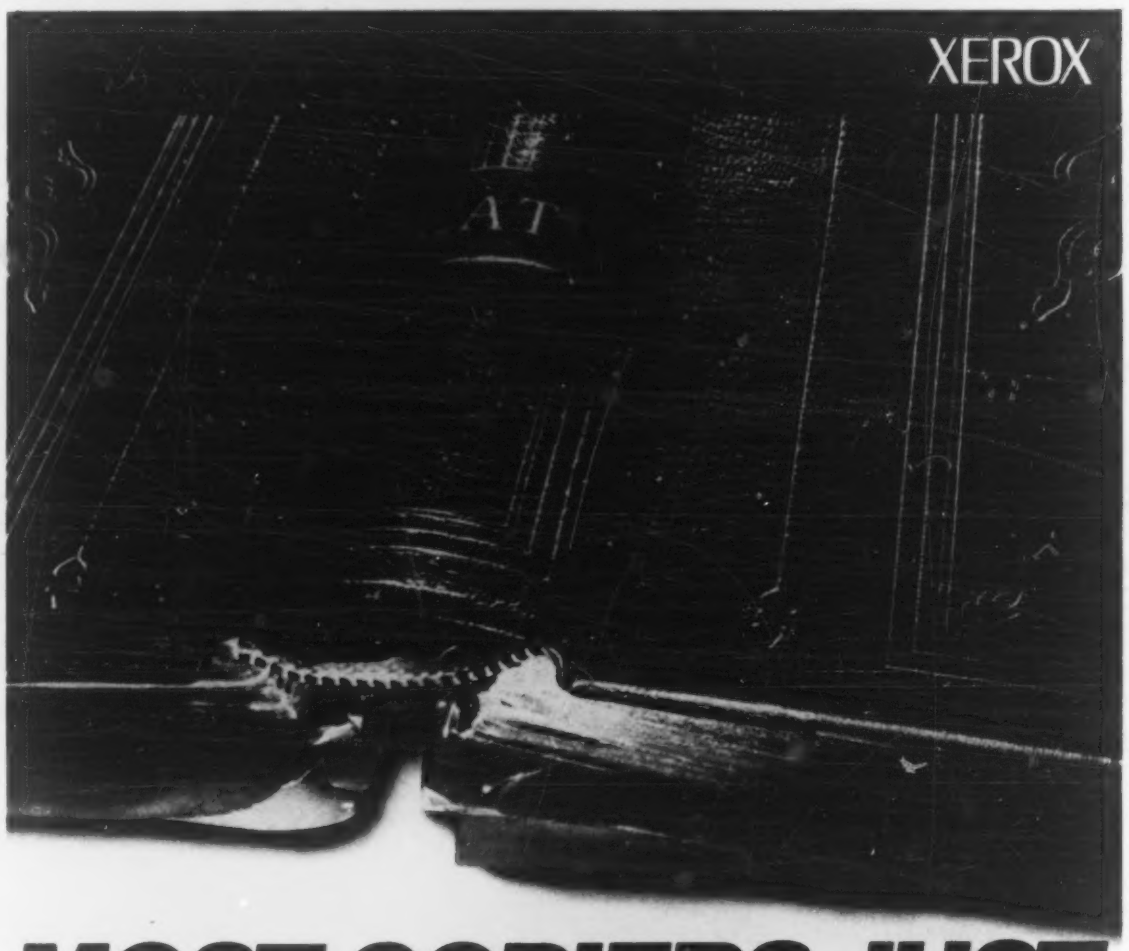
Highest Salary: $137,750

Other survey findings:

- Among presidents of all single-campus institutions that responded, the highest salary reported was $157,750; the lowest was $59,160. Among presidents of university systems, the highest salary was $140,000; the lowest was $73,000.
- Salaries for academic vice-presidents ranged from $60,000 to $135,000.
- Salaries for affirmative-action directors who were listed as academic officers ranged from $22,500 to $89,657.

All institutions that participated in the survey will receive a complimentary copy. Additional copies are available for $10 each from the Office of Institutional Research, 318 Administration Building, University of Arkansas, Fayetteville, Ark. 72701; (501) 575-5252.

—CAROLYN J. MOONEY



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